



March 30, 2011

MEMORANDUM

TO: All NIGC Employees

FROM: Tracie Stevens, Chairwoman 

SUBJECT: EEO Policy Statement

The National Indian Gaming Commission ("NIGC") is firmly committed to promoting and maintaining a discrimination-free and harassment-free work environment for all of our employees and applicants for employment. It is the NIGC's policy that equal employment opportunity ("EEO") principles shall govern all aspects of the NIGC's personnel policies, practices, and operations, regardless of an affected individual's race, ethnicity, color, national origin, religion, gender, age, physical or mental disability, genetic information, or participation in EEO-protected activity. All phases of employment with the NIGC, including but not limited to recruitment, hiring, evaluation, training, promotion, assignments, and separation, shall be conducted with these principles in mind.

The NIGC Commissioners adopted a policy entitled "Prevention and Elimination of Harassing Conduct in the Workplace." This is a zero-tolerance policy for any harassing conduct on the basis of an individual's race, color, national origin, religion, sex, age, disability, sexual orientation, or participation in non-EEO and/or EEO-protected activity. All NIGC employees are encouraged to promptly report any potential or actual acts of unlawful discrimination and harassment to any NIGC official, and NIGC managers and supervisors are reminded of their responsibility to prevent, document, and promptly correct any discriminatory or harassing conduct of which they become aware. NIGC managers and supervisors who fail in this responsibility will be held accountable.

The NIGC will also not tolerate any acts of reprisal taken against any NIGC employee or applicant for employment who engages in EEO-protected activity. Thus, NIGC employees and applicants for employment who believe that they have been discriminated against or subjected to harassment in contravention of this EEO policy and other EEO laws and regulations should feel free to fully exercise their right to file an EEO complaint without fear of reprisal.

As Chairwoman, I expect each and every NIGC employee to take full responsibility for implementing this EEO policy in your daily actions beginning with the simple task of respecting the cultural and ethnic differences of your fellow co-workers. We must all continue to strive to ensure that the NIGC is a model workplace that is free from all forms of unlawful discrimination and harassment.